

Life insurance, insured by The Hartford Life and Accident Company, helps provide for your family's economic well-being in the event of your death. This benefit is paid to your designated beneficiaries.

GIC Retired Municipal Teachers (RMTs) are eligible for basic life insurance only in an amount determined by the city or town from which they retire.

See page 13 for details.

Survivors, Elderly Governmental Retirees (EGRs), COBRA, and retirees in the GIC municipal health-only program are not eligible for basic or optional life insurance.

Basic Life Insurance *(Retired State Employees)*

The Commonwealth requires \$5,000 of Basic Life Insurance for most retirees who have health coverage through the GIC.

Optional Life Insurance After Retirement *(Retired State Employees Only)*

At retirement, you should review the amount of your optional life insurance coverage and its cost to determine whether it makes economic sense for you to maintain it. Optional life insurance rates significantly increase when you retire and continue to increase based on your age. If you have paid off your home and student loans, your tax advisor might recommend other programs that might be more beneficial. You cannot increase your amount of life insurance after you retire. However, if you decrease coverage and then later want to increase up to the amount you carried at the time of retirement, you may do so with proof of good health acceptable to The Hartford.

Optional Life Insurance Non-Smoker Benefit *(Retired State Employees Only)*

During annual enrollment, retired state employees who have been tobacco-free (have not smoked cigarettes, cigars or pipes nor used snuff or chewing tobacco) for at least the past 12 months are eligible for reduced Optional Life Insurance rates effective July 1, 2008. Request an enrollment form by writing to the GIC. You will be required to periodically re-certify your non-smoking status in order to qualify for the lower rates.



Accelerated Life Benefit

(Retired State Employees and GIC RMTs)

This benefit provision allows you to elect an advance payment of up to 75% of your life insurance death benefits if you have been diagnosed with a terminal illness. Insured employees are eligible for this benefit if the attending physician provides satisfactory evidence that you have a life expectancy of 12 months or less. You must continue to pay the required monthly premium.

The remaining balance is paid to your beneficiary at death.



Life Insurance and AD&D Questions?

Contact the GIC

1.617.727.2310 ext. 1

www.mass.gov/gic

Accidental Death & Dismemberment (AD&D) Benefits

(Retired State Employees and GIC RMTs with \$2,000 or more Basic Life)

In the event you are injured or die as a result of an accident while insured for life insurance, there are benefits for the following losses:

- Life
- Hands, Feet, Eyes
- Speech and/or Hearing
- Thumb and Index Finger of the Same Hand
- Quadriplegia
- Paraplegia
- Hemiplegia
- Coma
- Brain Damage
- Added benefits for loss of life in a car accident while using an air bag or seat belt



GIC Retired Municipal Teachers with Basic Life Insurance of \$1,000 do not have Accidental Death & Dismemberment benefits.

STATE RETIREE OPTIONAL LIFE INSURANCE RATES – Monthly GIC Plan Rates as of July 1, 2008 Including Accidental Death & Dismemberment

RETIRED STATE EMPLOYEE AGE	RETIREE SMOKER Pays Monthly Per \$1,000 of Coverage	RETIREE NON-SMOKER Pays Monthly Per \$1,000 of Coverage
Under Age 70	\$ 1.63	\$ 1.21
70 – 74	3.04	2.33
75 – 79	7.61	5.82
80 – 84	14.36	10.97
85 – 89	22.74	17.37
90 – 94	32.61	26.40
95 – 99	71.23	57.64
Ages 100 and over	136.57	110.51

GIC Retiree Dental Plan

Metropolitan Life Insurance Company (MetLife) is the provider of the GIC Retiree Dental Plan. The plan offers a fixed reimbursement for dental services, such as examinations, cleanings, fillings, crowns and dentures.

As a member of this plan, you may go to the dentist of your choice. However, you will save money by visiting one of the over 106,000 nationwide participating providers. When you visit a participating provider, your out-of-pocket expenses will generally be lower and if you exceed the annual calendar year maximum, you will continue to receive discounted rates.

This is an entirely voluntary plan (*retiree-pay-all*) that provides GIC members with coverage at discounted group insurance rates through convenient pension deductions.

Enrollment

All state retirees, Elderly Governmental Retirees (EGRs), survivors and GIC Retired Municipal Teachers are eligible for the GIC Retiree Dental Plan. (Retired teachers who participate in the GIC municipal program for health-only benefits are not eligible.) Eligible retirees may join during annual enrollment, when COBRA dental coverage ends, when they become a survivor of a GIC member, or at retirement. **However, if you have ever dropped coverage, you can never re-enroll in the plan.** Participants will be eligible for major restorative dental services, like crowns or dentures, after six months of participation.

GIC RETIREE DENTAL PLAN

Monthly GIC Plan Rates as of July 1, 2008

\$850 Maximum Annual Benefit per Member

COVERAGE TYPE	RETIREE PAYS MONTHLY
SINGLE	\$23.93
FAMILY	\$57.64



Retiree Dental Questions?

Contact MetLife: 1.866.292.9990

www.metlife.com/gic

GIC Retiree Vision Discount Plan

The GIC Retiree Vision Discount Plan, provided by Davis Vision, offers considerable savings on a number of vision services and products. The plan is available at any of the over 13,500 participating Davis Vision providers throughout the United States. However, you must call Davis Vision before visiting the provider's office in order to participate. The plan provides discounts on eye examinations, frames, spectacle lenses and contact lenses. In addition, all eyeglasses purchased through the Retiree Vision Plan are covered by a two-year unconditional warranty against breakage at no additional cost.



Retiree Vision Questions?

Contact Davis Vision: 1.800.224.1157

www.davisvision.com (control code: 7621)

Health Insurance Buy-Out

If you were insured with the GIC on January 1, 2008 or before and continue your coverage through June 30, 2008, you may buy out your health plan coverage during annual enrollment. You must have other non-state health insurance coverage that is comparable to the health insurance you now receive through the Group Insurance Commission.

Under the buy-out plan, eligible enrollees receive 25% of the full cost monthly premium in lieu of health insurance benefits for one 12-month period. The amount of payment depends on your health plan and coverage.

FOR EXAMPLE:

*Retiree with UniCare State Indemnity Plan/
Medicare Extension (OME) individual coverage*

Full cost premium on July 1, 2008: \$342.08

Monthly 12-month benefit = 25% of this premium

Retiree receives 12 monthly checks of \$85.52
(before federal and state tax deduction)



Buy-Out Questions?

Contact the GIC: 617.727.2310 ext. 1

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